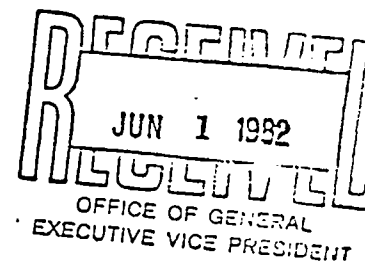




UNITED STATES POSTAL SERVICE  
475 L'Enfant Plaza, SW  
Washington, DC 20260



May 28, 1982

Mr. William Burrus  
General Executive Vice President  
American Postal Workers Union, AFL-CIO  
817 14th Street, N. W.  
Washington, D. C. 20005

Dear Mr. Burrus:

This refers to your letter of May 10, concerning the use of "jogging shoes" as acceptable footwear.

Jogging "style" shoes are acceptable footwear or authorized uniform items if they meet the requirements set forth in the Employee and Labor Relations Manual, chapter 583.1. They must have black leather or black poromeric uppers and must be capable of accepting a buff shine. Athletic shoes, jogging shoes (except as specified in the Employee and Labor Relations Manual, chapter 583.1), tennis shoes, or sneakers with canvas, nylon, or similar uppers are not acceptable on the workroom floor or as authorized uniform items.

I trust that this clarification will resolve any misunderstanding. A Postal Bulletin article is being prepared to help clarify this matter for all postal personnel.

Sincerely,

James C. Gildea  
Assistant Postmaster General  
Labor Relations Department



# American Postal Workers Union. APWU-CIO

817 14th STREET, N. W., WASHINGTON, D. C. 20005

May 10, 1982

Mr. Joseph Morris  
Senior Assistant Postmaster General  
Employee and Labor Relations Group  
U.S. Postal Service Headquarters  
Washington, D.C. 20260

Dear Mr. Morris:

The Supervisor's Safety Handbook, Personnel Series P-13 at Chapter 5, Sub-chapter 542, F. reads as follows:

Thong sandals, clogs, platforms, tennis shoes (sneakers), sandals, mules, house slippers and open-toes or high-heeled shoes do not adequately protect the feet from accidental injury and are, therefore, unacceptable for use in postal operations.  
(Underscoring added.)

Postal Managers are expanding the list of unacceptable footwear to include "jogging shoes" identified in the Employee and Labor Relations Manual as authorized uniform apparel and described as follows:

Black leather or black poromeric uppers with or without built in safety toes... All leather or poromeric shoes must be capable of accepting a buff shine to obtain a glossy finish.

The American Postal Workers Union interprets Article 19 as requiring the employer to notify the union of all changes to handbooks and manuals. We further interpret the inclusion of jogging shoes with leather or suede uppers as prohibited footwear as constituting a change to an existing handbook and as such requires the exhaustion of procedures identified in Article 19

USPS

Mr. Joseph Morris  
Senior Assistant Postmaster General  
Employee and Labor Relations Group

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of the Collective Bargaining Agreement.

In the event the Postal Service disagrees with the above interpretation please respond in writing. I am available to discuss this matter and may be reached at 842-4250. .

Sincerely,

William Burrus,  
General Executive Vice President

WB:mc